Exercice de résonance #1:

Partager le pouvoir

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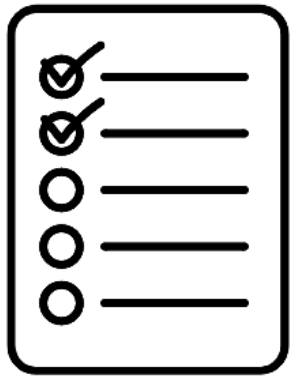
4 mai 2020

Plan de l'exercice



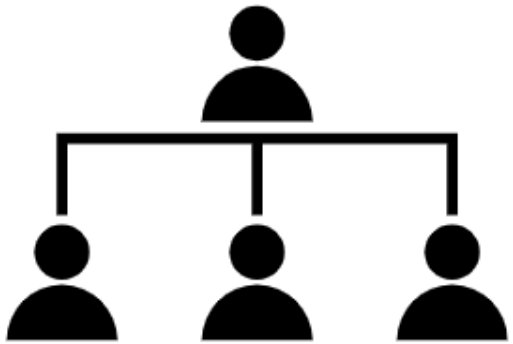
1. Pouvoir
2. Intersections
3. Influence
4. Asymétrie
5. Réseautage
6. Appropriation
7. Cadrage

Question brise-glace

Qu’est-ce qui fait de nous une communauté?

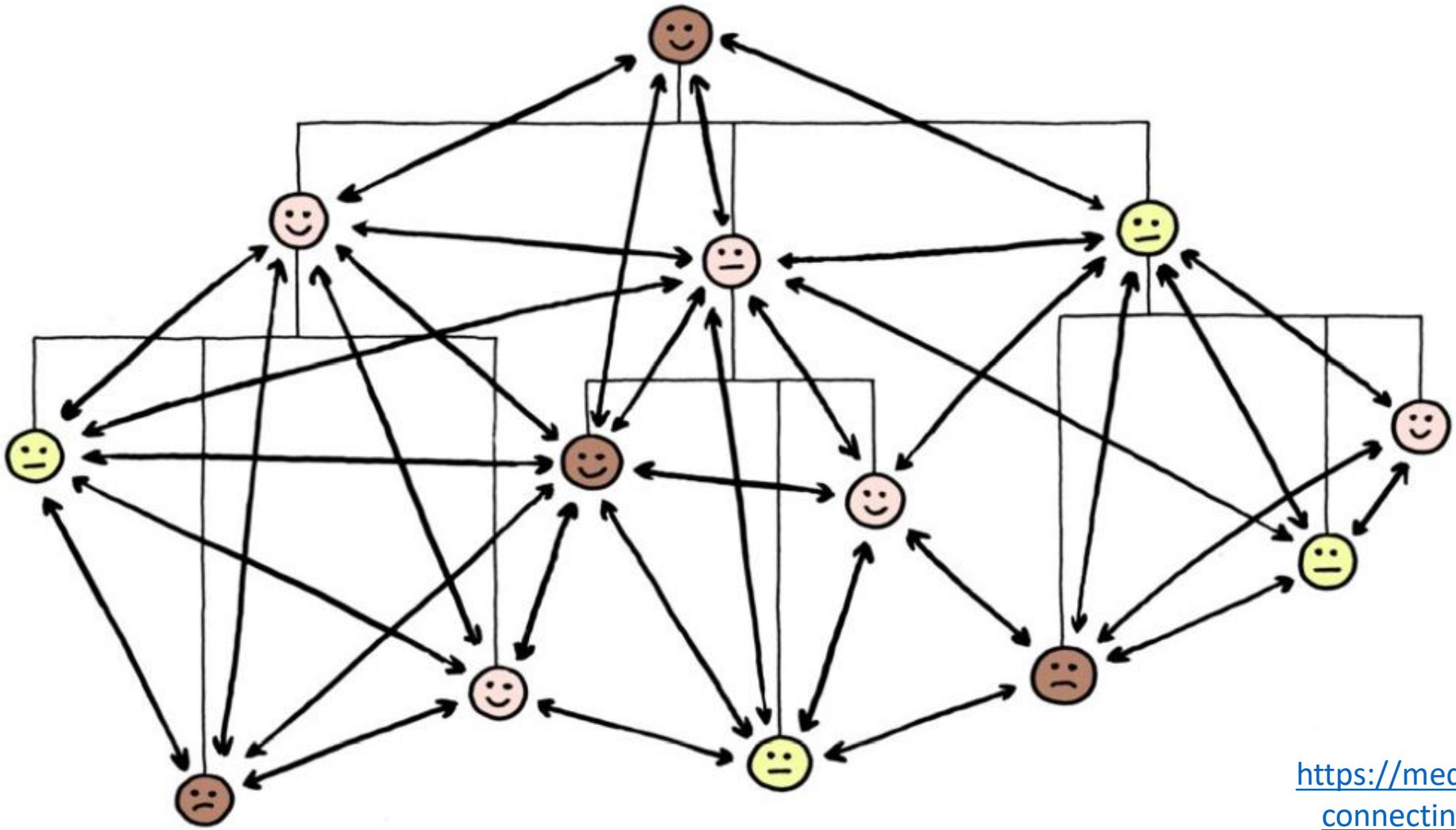
Diamond, S. (2013). What makes us a community? https://www.canadianscholars.ca/books/mad-matters.pdf

1. Pouvoir



Les organisations sans hiérarchie n’existent pas

https://medium.com/ouishare-connecting-the-collaborative-economy/cut-the-bullshit-organizations-with-no-hierarchy-dont-exist-f0a845e73a80



https://medium.com/ouishare-connecting-the-collaborative-economy/cut-the-bullshit-organizations-with-no-hierarchy-dont-exist-f0a845e73a80

“

To distribute power and leadership in organizations,
we need to acknowledge their existence first.

”

- Francesca Pick, 2017

https://medium.com/ouishare-connecting-the-collaborative-economy/cut-the-bullshit-organizations-with-no-hierarchy-dont-exist-f0a845e73a80

La hiérarchie dynamique

https://medium.com/ouishare-connecting-the-collaborative-economy/cut-the-bullshit-organizations-with-no-hierarchy-dont-exist-f0a845e73a80

“

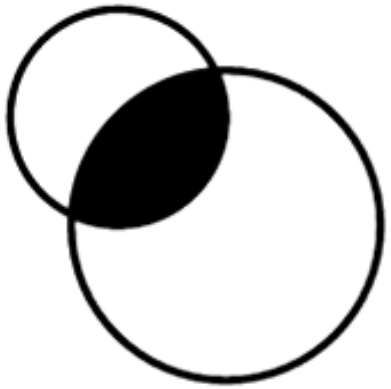
Rather than removing bosses from the workplace, I think their role needs to evolve to that of a faciliator, coordinator and leader—*stewarding and coordinating* rather than commanding; holding space and supporting rather than controlling; empowering team members to do their best work, and be their best selves.

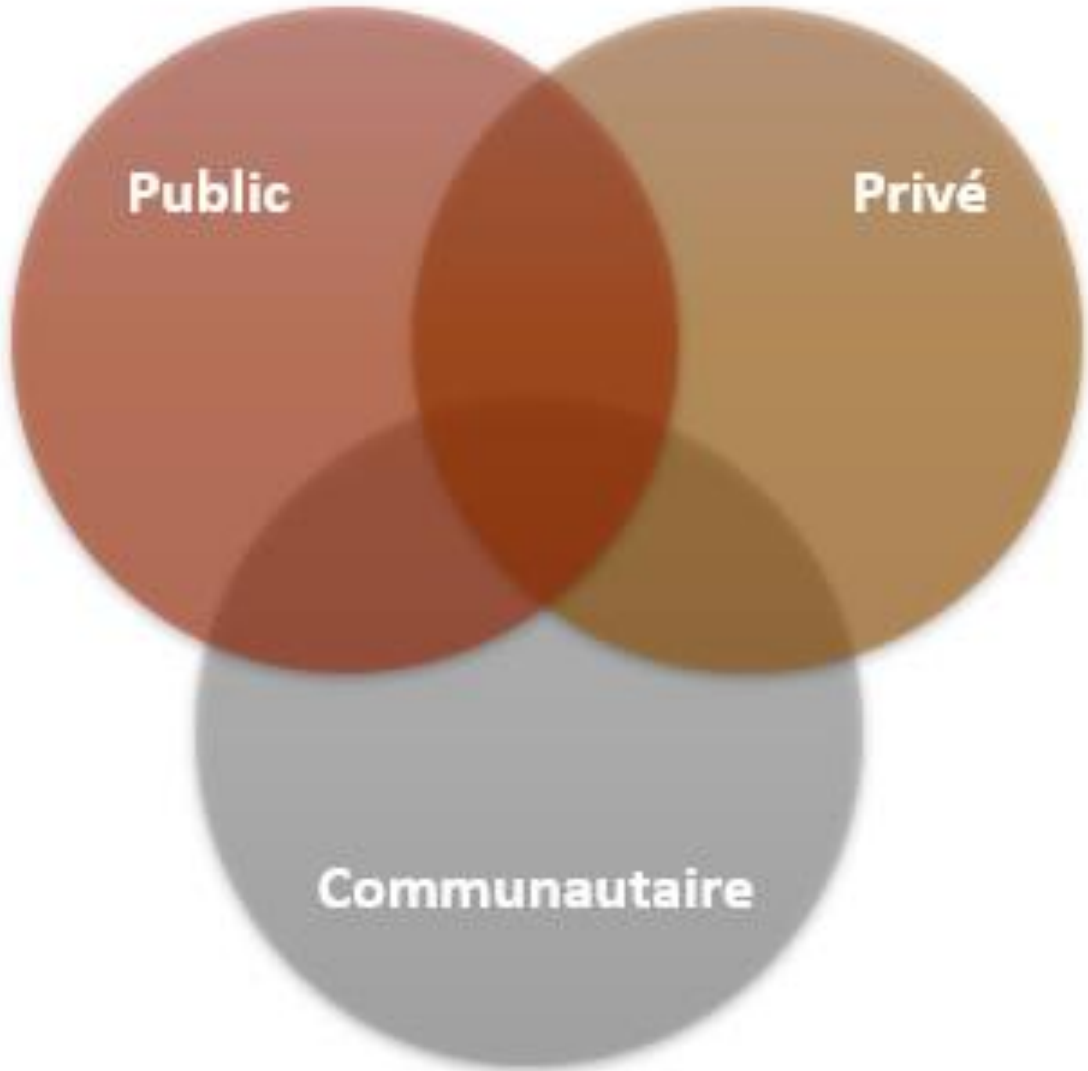
”

- Francesca Pick, 2017

https://medium.com/ouishare-connecting-the-collaborative-economy/cut-the-bullshit-organizations-with-no-hierarchy-dont-exist-f0a845e73a80

2. Intersections

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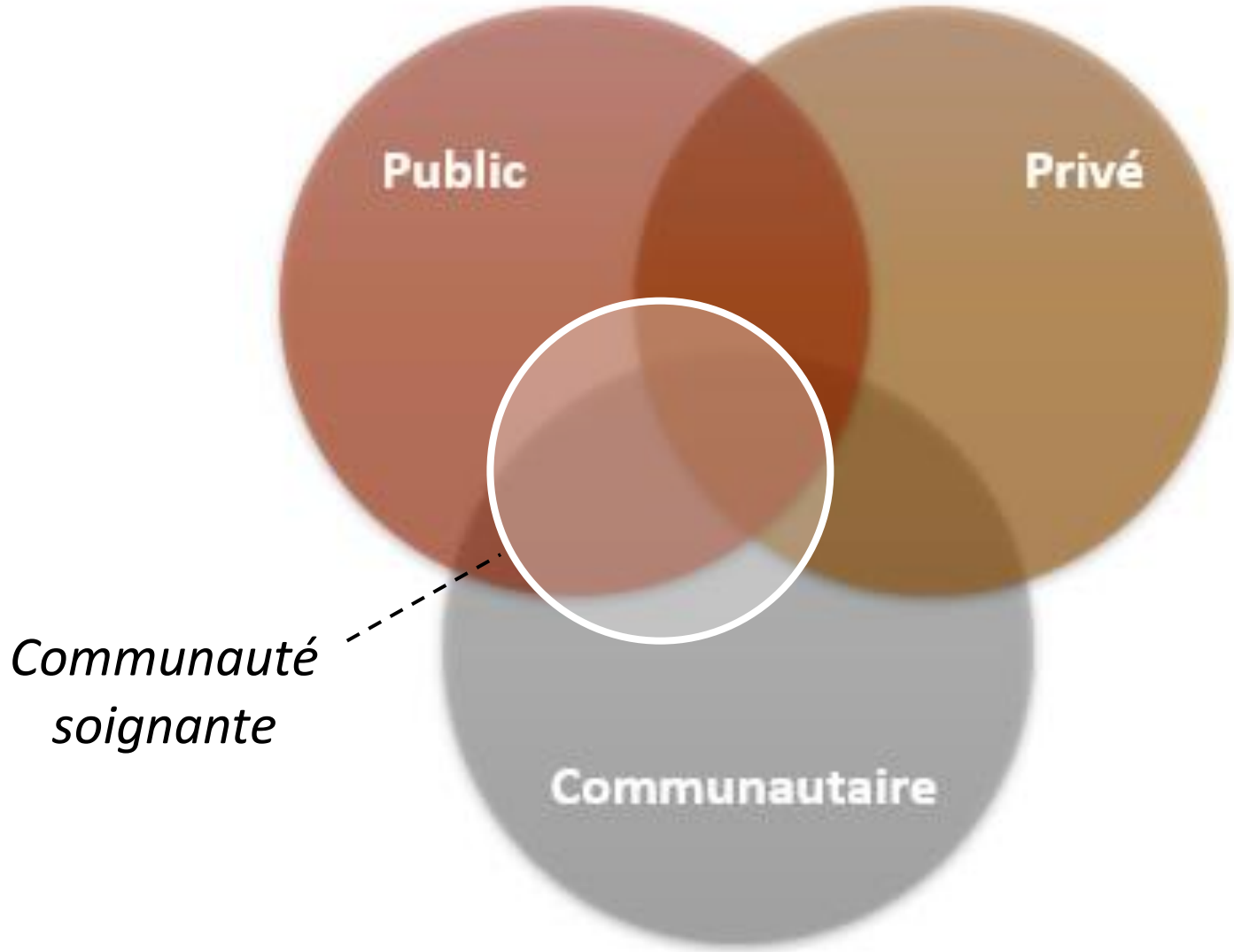
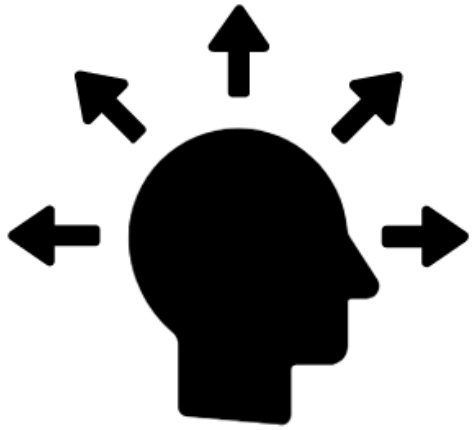
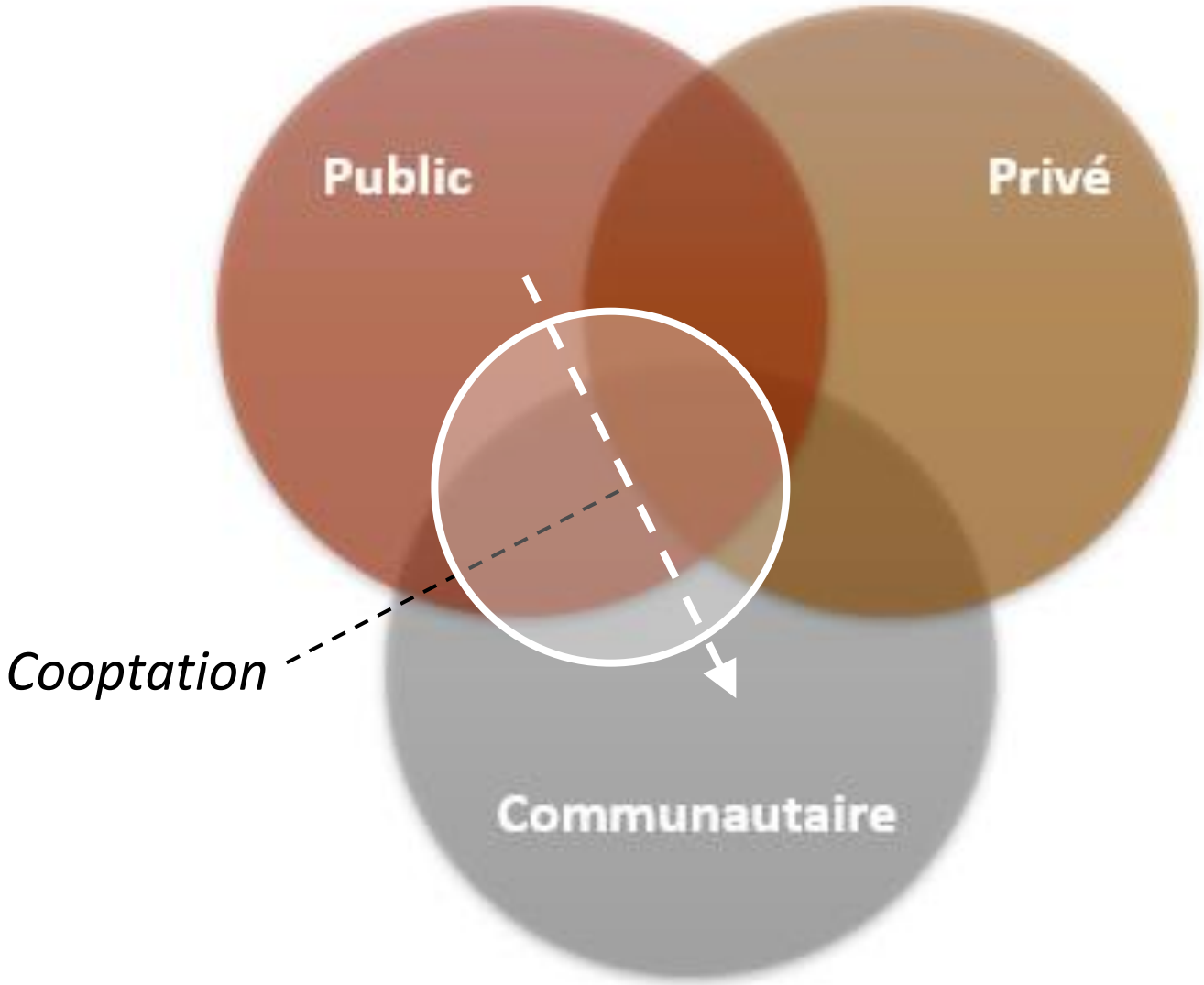
Privé
Communautaire


Public
Privé
Communautaire
Communauté soignante

3. Influence

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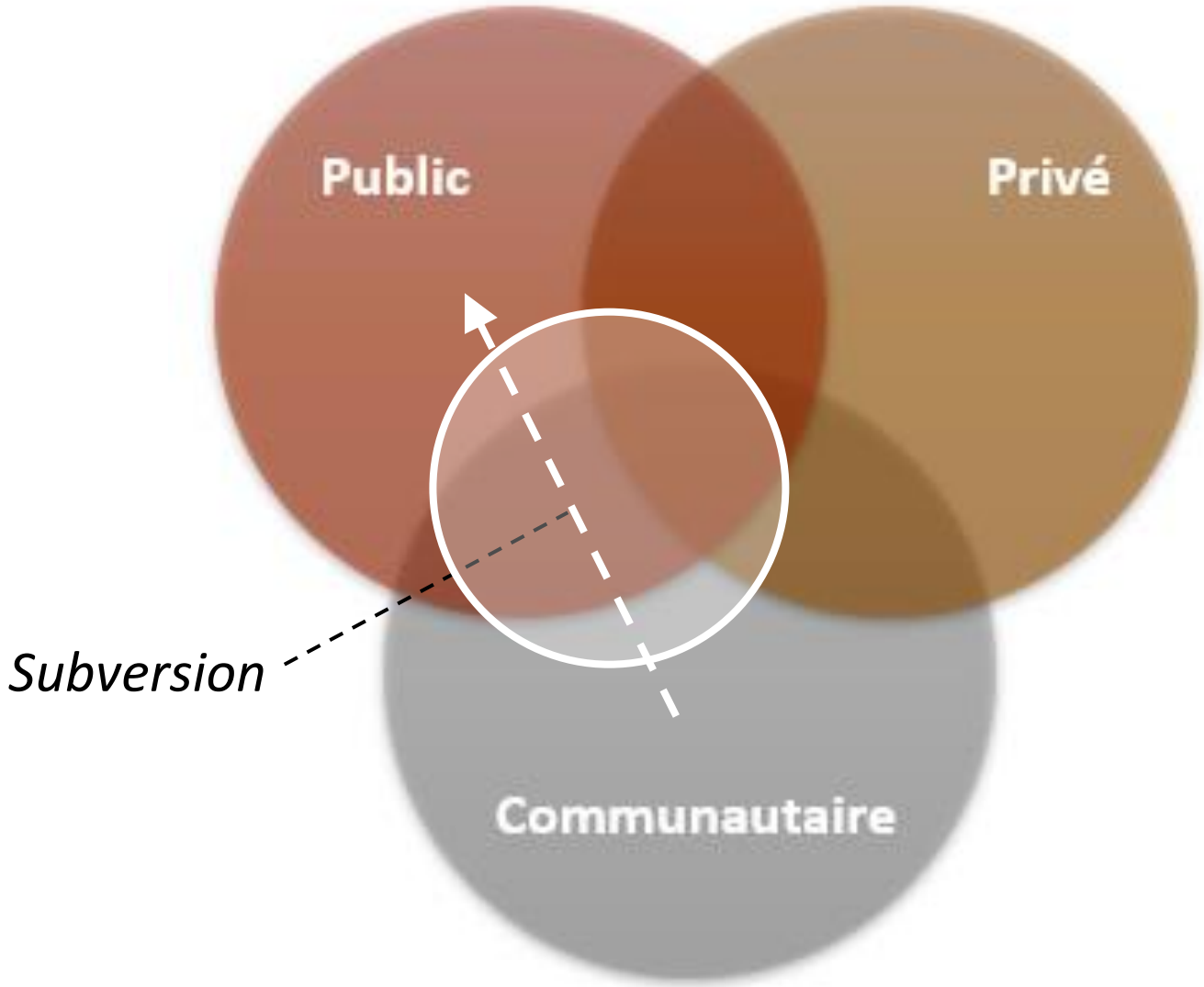
Cooptation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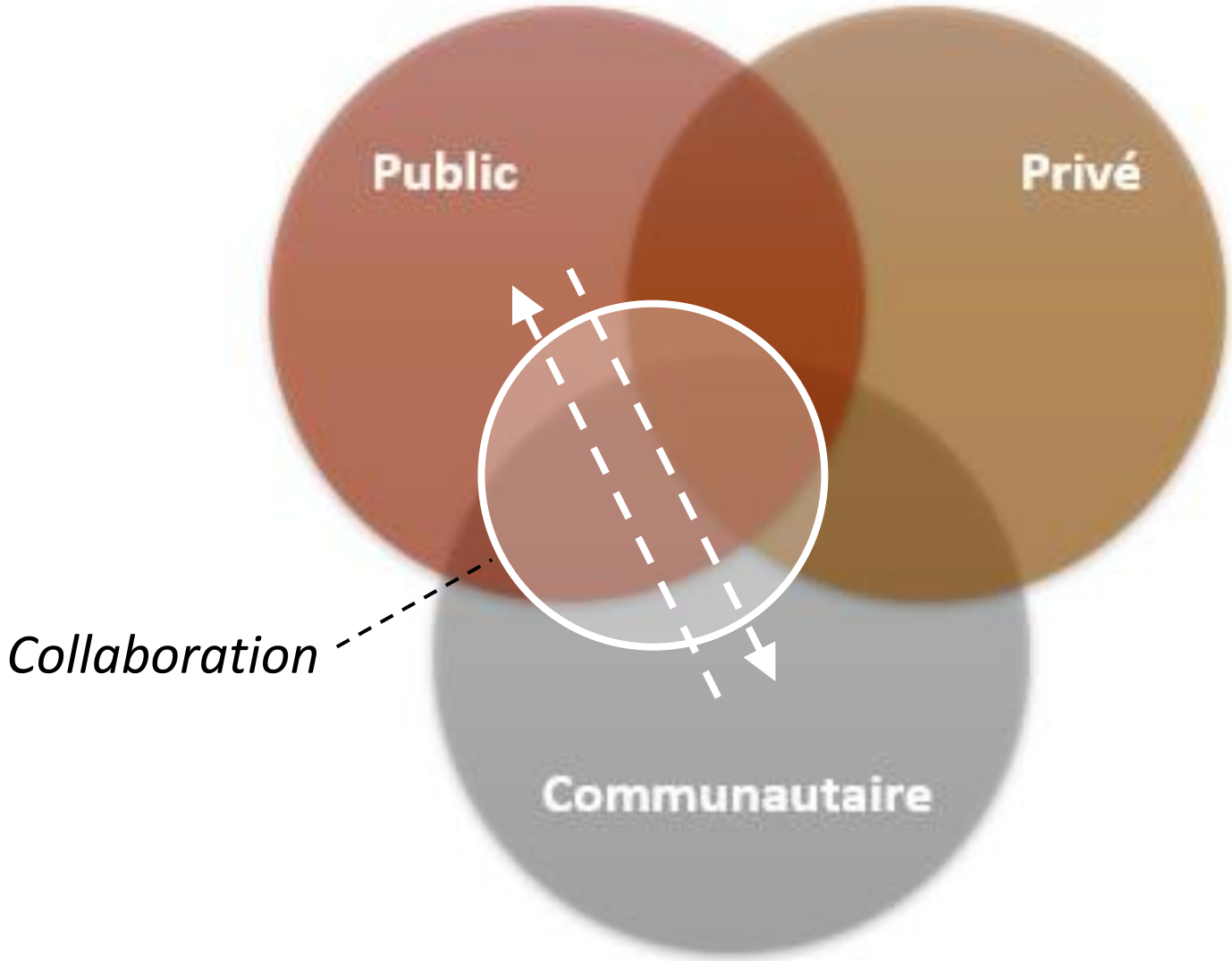
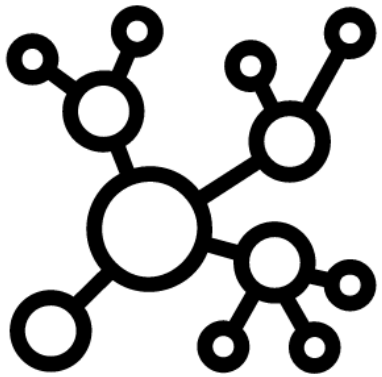
Subversion


Public
Privé
Communautaire
Collaboration

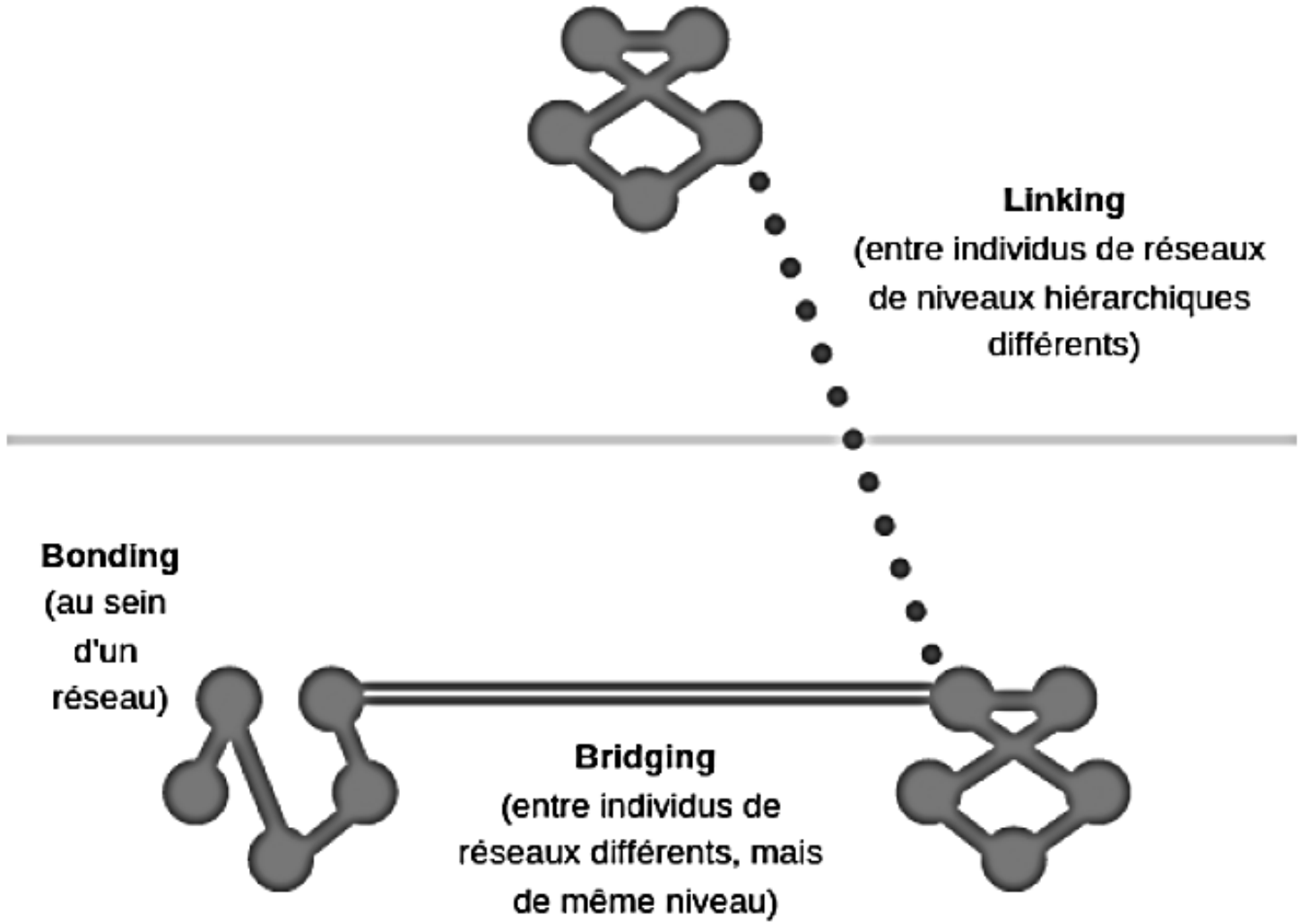
4. Asymétrie

- Validité
- Ressources
- Décision

5. Liens

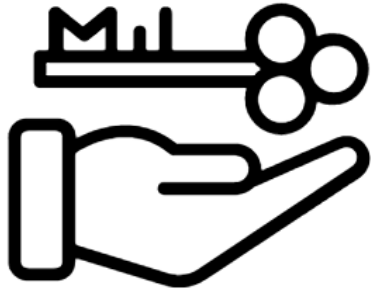


- Intracommunautaires (*bonding*)
- Intercommunautaires (*bridging*)
- Hiérarchiques (*linking*)



http://cite-id.com/documents/atelier-mesurer-le-capital-social-guide-destin%C3%A9-aux-organisations/Guide-de-mesure-du-capital-social.pdf

6. Appropriation



- Accès
- Engagement
- Voix

7. Cadrage

- Mission
- Vision
- Valeurs